

A Partnership for Ensuring Safe Performance

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August 2008**

History

Behavioral Based Safety Process starts in 2001

All plant personnel trained

Labor participation voluntary

- - initial design is employee ownership

Leadership commits resources/support to success of the program.

Concerns not addressed in a timely manner

Volunteerism is lost; Observation Quantity vs. Quality

History

Work Stoppage April 2007

Hostile Contract Discussions

Trust suffers between parties

“...Company doesn’t care.”

Return to Work June 2007

Both sides begin to work on Trust issues

**New approach to address Safe Performance Jointly
Embraced – *Human Performance Improvement***

Human Performance Improvement

HPI doesn't replace BBS

Enhances process and becomes a hybrid tool

Re-Engages Workforce

High level of Safety Awareness generated

Labor Takes a Leading and Trusted Role

Identifies concerns/behaviors

Management takes action to correct

Shared Goals

Senior Management

Shares the Safety Vision; Labor Leads Implementation

Front line supervisors *(Key to Safety Performance)*

Establish Operational Values and Culture

Close gap on “Work Perceived vs. Achieved”

Safety Performance Success or Failure (walk-the-talk)

Labor

Must see the value proposition (what’s in it for me?)

Enter into Process Willingly

Communication

Safe Performance a Routine Topic of discussion

Observations change to Conversations

**New Forums to Surface/Correct Concerns
(JCUSC, Presidents Safety Council, SOAR, PATRIOTS)**

Muster/Tool Box Meetings include pertinent safety discussion on work to be conducted

Management focuses on removing fear of retaliation/retribution for reporting concerns

**Plant wide Employee Education/Information Programs
(HPI, CDM, CFA, Safety recognition)**

**All Events analyzed to identify “Lesson’s Learned”
Lesson’s are routinely shared among all plant organizations.**

Marketing

Labor & Management share in “selling” the safety value proposition.

Employee buy-in occurs when Labor and Business leadership demonstrate sincerity

Shared celebrations of Safety Success (small & large)

Continually work to break down the ‘us vs. them’ perception - - WE are in this together!

Lessons Learned

Trust is EVERYTHING!

Importance of the ‘Front Line’ supervisor

Involve the Boots on the Ground

Safety Education/Information:

Provided by Peer's and Specific to audience

More classes with small number of students

Allow the student to practice what they learn

Safety Value Proposition – Must “Sell” employees on “What’s in it for Them”

Successes

Safety Programs led by Employee Volunteers

Employees Own Plant Safety (accountability)

Senior Management supports/walks-the-talk

Union Safety Officers and Safety Program Facilitators – PGU and MTC

Steering Committees have opportunity to resolve safety concerns (VALUE)

Successes

Worker Safety FEED BACK is in place and works

Employees Morale has improved

**Productivity is on the rise while Safety incidents are in decline
(TRC: .38 LTC: .10)**

Employees insist on safe performance from co-workers and for themselves. Self-regulation is occurring.

Pantex Pride for “Can Do” in all Operations is Apparent